



## Faculty Senate Minutes 14 Jan 2010

### Members Present

Neil Grunberg, PhD  
 Gary Wind, MD  
 Andrew Bauer, MD  
 Anthony Artino, PhD  
 Simon Auster, MD, JD  
 Jerome Buller, MD  
 Sara Contente, PhD  
 Regina Day, PhD  
 Joseph De Soto MD, PhD  
 Michael Ellis, MD  
 Mark Haigney, MD  
 Barbara Knollmann-Ritschel, MD  
 Joseph Lopreiato, MD  
 Patrick Malone, PhD  
 Kenneth Schor, DO, MPH  
 Andrew Waters, PhD  
 William Watson, MD, PhD

Basic (2008)  
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 GSN (2008)  
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 Basic (2009)  
 Basic (2006)  
 Basic (2008)  
 Clinical (2009)

President, Professor, Dept of Medical & Clinical Psychology, SOM  
 President-Elect, Professor, Dept of Surgery, SOM  
 Past-President, LTC, MC, USA, Associate Professor, Dept of Pediatrics, SOM  
 Sec-Treasurer, LCDR, MSC, USN, Assist Prof, Preventive Medicine & Biometrics, SOM  
 Associate Professor, Dept of Family Medicine, SOM  
 LTC, MC, USA, Associate Professor, Dept of Obstetrics and Gynecology, SOM  
 Research Assistant Professor, Dept of Pathology, SOM  
 Assistant Professor, Dept of Pharmacology, SOM  
 Assistant Professor, Dept. of Health, Injury & Disease Management, GSN  
 Assistant Professor, Dept of Medicine, SOM  
 Professor, Department of Medicine, SOM  
 CDR, MC, USN, Associate Professor, Dept of Pathology, SOM  
 Professor, Assistant Dean for Simulation Education, SOM  
 CAPT, MSC, USN, Assist Professor, Dept of Preventive Medicine & Biometrics, SOM  
 Assistant Professor, Preventive Medicine & Biometrics, SOM  
 Associate Professor, Director, Graduate Studies, Dept of Medical & Clinical Psych, SOM  
 Assistant Professor, Dept of Neurology, SOM

### Members Absent

Katherine M. Anderson, PhD  
 Erin Balog, MD  
 Sean Hussey, MD  
 Patricia W. Kelley, PhD, RN  
 Christopher Kieling, MD  
 Carlos Rodriguez, DO, MBA  
 Jennifer Rusiecki, PhD  
 Jennifer Schlitz, PhD  
 Cindy Wilson, PhD

Basic (2008)  
 Basic (2009)  
 NB (2008)  
 GSN (2008)  
 Clinical (2007)  
 NB (2009)  
 Basic (2007)  
 Basic (2008)  
 Clinical (2006)

Assistant Professor, Preventive Medicine & Biometrics, SOM  
 LCDR, MC, USN, Assistant Professor, Dept of Pediatrics, SOM  
 LCDR, MC, USN, Assistant Professor, Dept of Pathology, NNMC Bethesda  
 CAPT, NC, USN, Associate Professor, GSN  
 Assistant Professor, Dept of Pediatrics, SOM  
 CDR, MC, USN, Attending Trauma and Surgical Critical Care Surgeon, NNMC Bethesda  
 Assistant Professor, Dept of Epidemiology, SOM  
 Assistant Professor, Dept of Anatomy, Physiology & Genetics, SOM  
 Professor, Dept of Family Medicine, SOM

<b><u>Agenda Item</u></b>	<b><u>Issues for Discussion</u></b>	<b><u>Decision/Voting</u></b>
<b>I. Call to order: Room A2053</b>	- The meeting was called to order at 1600. A quorum of members was established with 17 members present.	
<b>II. Approval of minutes</b>	- The minutes from the Dec meeting were approved with no changes.	
<b>III. Overview of meeting agenda</b>	<ul style="list-style-type: none"> <li>- Dr. Grunberg made several opening comments, including his condolences for those impacted by the earthquake in Haiti.</li> <li>- Dr. Grunberg noted that the Feb meeting will be held in conjunction with the Winter Faculty Assembly. Each committee chair will have 5 minutes to discuss their committee's progress to date.</li> <li>- Dr. Grunberg noted that he will be meeting with the USU Board of Regents. He has generated a report which was reviewed by President Rice.</li> </ul>	
<b>IV. Guest speakers</b>	- Dr. Grunberg introduced two guests: Col Robert Thompson and Col John Wempe.	
<b>a. President Rice's new Chief of Staff, Col Robert Thompson</b>	<ul style="list-style-type: none"> <li>- Col Thompson discussed the following items: <ul style="list-style-type: none"> <li>▪ He thanked the Senate for the invitation.</li> <li>▪ He has 29+ years of experience in the Army; his educational background is in engineering and preventive medicine. He also has some experience with Army personnel issues.</li> <li>▪ He noted that the Senate was represented well at the recent USU off-site meeting.</li> <li>▪ He sees his role as one of improving communications. He would like to facilitate the work that the Senate is doing, not create road blocks.</li> <li>▪ He's excited to be here and is very impressed with the loyalty of the military and civilian personnel and their dedication to USU's mission.</li> </ul> </li> <li>- Dr. Grunberg noted that one of his critiques of the USU leadership is the lack of "leadership by walking around."</li> </ul>	
<b>b. Brigade Commander, Col John Wempe</b>	<ul style="list-style-type: none"> <li>- Col Wempe discussed the following items: <ul style="list-style-type: none"> <li>▪ He noted that anyone in uniform (faculty and staff) "belongs" to the Brigade.</li> <li>▪ During the field exercise (6-23 July), all enlisted personnel will be needed. He emphasized that this field exercise is a critically important</li> </ul> </li> </ul>	

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	<p>USU activity. He also stated that he needs O-3s and O-4s for leadership and administrative duties.</p> <ul style="list-style-type: none"> <li>▪ The end of April is the Antietam Road march; several enlisted personnel will be needed for this event as well.</li> <li>▪ He discussed the military awards process and the need to submit awards with plenty of lead time. For example, a Legion of Merit requires about 150 days of lead time.</li> <li>▪ He noted that leave papers for military personnel must be submitted PRIOR TO going on leave (not afterward)! This is critical.</li> <li>▪ He stated that all military personnel are responsible for their individual medical readiness. We need to make sure that our faculty and staff are keeping up with this and leading by example for our students. The Brigade may start tying this readiness to leave and TDY (i.e., if you're not medically ready, then you may not be allowed to go on leave or TDY!).</li> </ul> <p>- Dr. Grunberg noted that the Senate will fully support Col Wempe's request to ensure we're meeting our military mission. He recounted a story of several students who were rude and would not leave a room that he had reserved for a meeting. Col Wempe stated that he NEEDS to know about incidents like this (i.e., names, etc.) so that he can correct the problem.</p>	
<b>V. Clinical faculty appointment report</b>	<p>- Dr. Grunberg discussed the Task Force on the Clinical Faculty. He asked Senators to consider how we feel as a group -- Do we support the recommendations of the task force?</p> <p>- Dr. Bauer discussed the history of the task force and asked if any Senators had specific questions about the final report. It's more than just an issue of the clinical prefixes. These are University-wide recommendations (SOM and GSN).</p> <p>- Dr. Schor asked how the clinical prefixed faculty would be incorporated into the Senate. He asked if there is a down side to this proposal. One down side could be that non-geographically located faculty would have more influence if they had voting rights.</p> <p>- Dr. Haigney noted the Department of Medicine's concern that the change to the clinical prefix policy could undermine the ability of USU to put pressure on hospitals to show academic achievement. The department feels that if we have the</p>	

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	<p>electronic mechanisms to upload CVs, bios, etc., that this would clean up the system and make it easier for folks to get appointments under the current system.</p> <ul style="list-style-type: none"> <li>- Dr. De Soto noted that the GSN may have a concern that those outside the University might have the ability to make decisions that would affect those faculty located here on-site.</li> <li>- A discussion ensued regarding the costs/benefits of the recommendations made by the Task Force.</li> <li>- Dr. Grunberg asked for a vote regarding our support/opposition of the task force recommendations. The sense of the Senate is to support the overall report, with following caveats -- the Faculty Senate: <ul style="list-style-type: none"> <li>(1) strongly supports the provision of an electronic portfolio system for faculty members;</li> <li>(2) supports the addition of clinical prefixed faculty appointments; and</li> <li>(3) strongly supports the standardization of the use of adjunct prefixed faculty appointments.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Dr. Grunberg will draft a memorandum for President Rice that details the Faculty Senate position regarding the task force recommendations.</li> </ul>
<b>VI. Committee Reports</b>		
<b>a. Comparability</b>	<ul style="list-style-type: none"> <li>- Dr. Grunberg discussed his meeting with President Rice regarding the recent pay increase for civilian faculty members (not including adjuncts). President Rice stated that pushing through the necessary pay raises has extremely high priority, and as soon as ASD for P&amp;R is confirmed, we expect the pay band caps to be raised.</li> <li>- Dr. Grunberg noted that the next issues are (a) civilian practitioners are markedly underpaid, (b) chairs are underpaid, and (c) research prefixed faculty are underpaid. He stated that the Senate supports the notion that the next most important issue is (a). However, faculty input regarding chairs' performance is an important change that needs to be made and which faculty have repeatedly requested for quite some time. Dr. Grunberg also recommended that clerkship, program, and course directors be considered for pay increases in the "y" category when Dr. McManigle's committee reconvenes.</li> <li>- Dr. Haigney discussed the following items: <ul style="list-style-type: none"> <li>▪ He noted that Dr. Grunberg's comments were very informative.</li> <li>▪ The 4.78% pay raises should have been paid out; although he has been informed that there are at least six faculty who did not receive this raise.</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>▪ Dr. Lopreiato noted that CHR stated that some of the pay increases have yet to be processed.</li> <li>▪ The comparability working group is reconvening. Dr. Haigney thinks the reason the committee is reconvening is to figure out how to spend the rest of the \$7 million. The question is -- Can we spend this money before the end of the fiscal year?</li> <li>▪ Dr. Grunberg noted that we want this money to go toward faculty not other items.</li> <li>▪ Dr. Haigney is concerned that we won't be able to spend it all on retention but instead it will be used to recruit new faculty.</li> <li>▪ Dr. Grunberg is concerned that the research prefixed faculty have no voice at the table championing their cause.</li> <li>▪ Dr. Grunberg thanked Drs. Haigney and Williams for leading the comparability cause.</li> </ul>	
<b>b. Nominations and Elections</b>	<p>- Dr. Grunberg noted how important the Nominations and Elections Committee is for the Senate.</p> <p>- Dr. De Soto discussed the following items:</p> <ul style="list-style-type: none"> <li>▪ He underscored the importance of excellent Senators and Senate officers.</li> <li>▪ The committee needs clarification from the Constitution Committee regarding whether or not a Vice Chair can be nominated. The Constitution Committee is looking into it.</li> </ul> <p>- Dr. Grunberg asked that all Senators consider nominating outstanding candidates.</p>	
<b>VII. Old business</b>	- None.	
<b>VIII. New business</b>		
<b>a. Carol J. Johns Medal</b>	- Dr. Grunberg noted that we have three outstanding nominees. The materials will be circulated for review by members of the Faculty Senate. The Senate selects the awardee but must submit the selection to the BoR for approval.	
<b>IX. Other</b>	- Dr. Grunberg noted the following:	

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<b>announcements/updates</b>	<ul style="list-style-type: none"> <li>▪ Dr. Artino and Dr. Grunberg had an outstanding meeting with the Director of AFRRI, Dr. Lillis-Hearne. There are several AFRRI scientists who would like to have faculty appointments: as few as six or as many as 40.</li> <li>▪ We now have VTC capabilities; Dr. Grunberg is sending those instructions out and we will post them on Senate web page. It turns out this capability has existed for two years.</li> <li>▪ The Education Committee is getting the sense that, based on careful review and consideration, we will likely not support the creation of a separate graduate school. We understand that President Rice will support what we recommend as long as the recommendation is based on careful consideration and thought. We have agreed, however, that we should support, in principle, University-wide standards that all USU programs must adhere to. This should be a huge success story.</li> <li>▪ Curriculum reform is underway. Dr. Knollmann-Ritschel noted that several course directors have heard different things about curriculum reform. Dr. Grunberg stated that the people to talk with about this issue are Drs. Pangaro and O'Brien, the co-chairs of this activity.</li> <li>▪ The decision to close the Clinical Pathology was likely made a while ago. However, it was re-opened by President Rice at Dr. Grunberg's request. The current position is that a transition team will be formed to determine the specifics of the lab's closing. The transition team was originally composed of one individual, Lt Col Rico. However, at Dr. Grunberg's request, Dr. Day has been appointed to the transition team as the Senate's representative.</li> <li>▪ The Vice President for Research, Dr. Kaminsky, is currently being reviewed. Dr. Grunberg stated that faculty who are asked to provide input should respond with honest, candid input to help make the process meaningful and useful.</li> </ul>	
<b>X. Adjournment</b>	- The meeting was adjourned at 1800.	